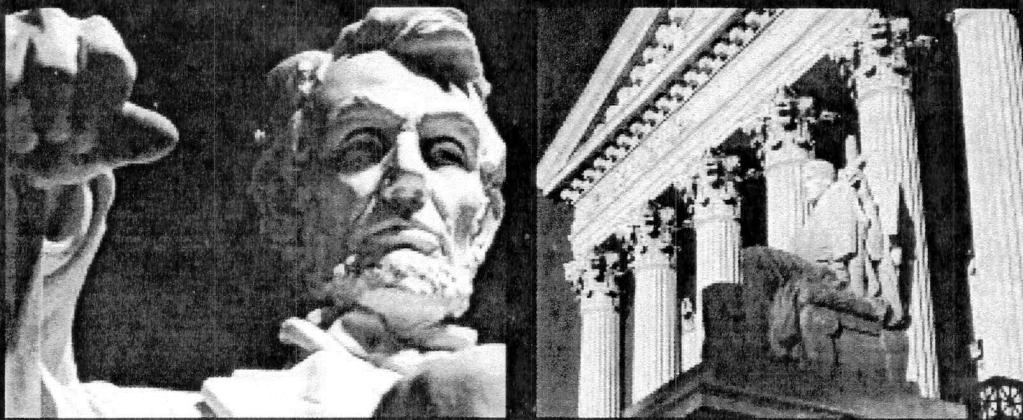


**EXHIBIT # 7**

# GeorgetownCLE: INSTITUTE

Your Authoritative Legal Resource  
from the Nation's Capital



The 10th Annual  
**Litigating and Resolving  
Employment Cases:  
Views from the Bench**

**Friday, November 3, 2006**

Georgetown University Law Center  
Washington, DC

**7.5 CLE credit hours** (for states based on a  
60-minute credit hour, incl. 1.0 hour of legal ethics)

**9.0 CLE credit hours** (for states based on a  
50-minute credit hour, incl. 1.0 hour of legal ethics)

**Featuring 18  
District Court Judges**

# Speakers

## Program Co-Chairs

**Robert B. Fitzpatrick**  
Robert B. Fitzpatrick, P.L.L.C.  
Washington, DC

**Roxane Sokolove Marenberg**  
Director of Employment  
Legal Services  
Cisco Systems, Inc.  
San Jose, CA

## Judicial Co-Chairs:

**Hon. T.S. Ellis, III**  
District Judge  
U.S. District Court for the  
Eastern District of Virginia  
Alexandria, VA

**Hon. John M. Facciola**  
Magistrate Judge  
U.S. District Court for the  
District of Columbia  
Washington, DC

**Hon. Paul W. Grimm**  
Chief Magistrate Judge  
U.S. District Court for the  
District of Maryland  
Baltimore, MD

## Judges:

**Hon. John D. Bates**  
District Judge  
U.S. District Court for the  
District of Columbia  
Washington, DC

**Hon. Richard D. Bennett**  
District Judge  
U.S. District Court for the  
District of Maryland  
Baltimore, MD

**Hon. Catherine C. Blake**  
District Judge  
U.S. District Court for the  
District of Maryland  
Baltimore, MD

**Hon Leonie M. Brinkema**  
District Judge  
U.S. District Court for the  
Eastern District of Virginia  
Alexandria, VA

**Hon. Theresa C. Buchanan**  
Magistrate Judge  
U.S. District Court for the  
Eastern District of Virginia  
Alexandria, VA

**Hon. Rosemary M. Collyer**  
District Judge  
U.S. District Court for the  
District of Columbia  
Washington, DC

**Hon. Charles B. Day**  
Magistrate Judge  
U.S. District Court for the  
District of Maryland  
Greenbelt, MD

**Hon. Jacob B. Hart**  
Magistrate Judge  
U.S. District Court for the  
Eastern District of  
Pennsylvania  
Philadelphia, PA

**Hon. Gladys Kessler**  
District Judge  
U.S. District Court for the  
District of Columbia  
Washington, DC

**Hon. Royce C. Lamberth**  
District Judge  
U.S. District Court for the  
District of Columbia  
Washington, DC

**Hon. Gerald Bruce Lee**  
District Judge  
U.S. District Court for the  
Eastern District of Virginia  
Alexandria, VA

**Hon. Benson E. Legg**  
Chief Judge  
U.S. District Court for the  
District of Maryland  
Baltimore, MD

**Hon. J. Frederick Motz**  
District Judge  
U.S. District Court for the  
District of Maryland  
Baltimore, MD

**Hon. Ian O'Grady**  
Magistrate Judge  
U.S. District Court for the  
Eastern District of Virginia  
Alexandria, VA

**Hon. James R. Spencer**  
District Judge  
U.S. District Court for the  
Eastern District of Virginia  
Richmond, VA

**Hon. Susan D. Wigenton**  
District Judge  
U.S. District Court for the  
District of New Jersey  
Newark, NJ

## Attorneys:

**Connie N. Bertram**  
Winston & Strawn LLP  
Washington, DC

**Elaine Charlson Bredehoft**  
Charlson Bredehoft &  
Cohen, P.C.  
Reston, VA

**R. Mark Dare**  
Isler Dare Ray &  
Radcliffe, P.C.  
Vienna, VA

**Abbey G. Hairston**  
General Counsel  
District of Columbia  
Public Schools  
Washington, DC

**Thomas P. Murphy**  
 Hunton & Williams LLP  
McLean, VA

**Deborah P. Kelly**  
Dickstein Shapiro LLP  
Washington, DC

**Richard T. Seymour**  
Law Offices of  
Richard T. Seymour, P.L.L.C.  
Washington, DC

**Linda Hitt Thatcher**  
Thatcher Law Firm, LLC  
Greenbelt, MD

**Ted J. Williams**  
The Law Offices of  
Ted J. Williams  
Washington, DC

**Philip B. Zipin**  
Zipin & Melehy LLC  
Silver Spring, MD

# Agenda

## 7.5 CLE credit hours

(for states based on a 60-minute hour, incl. 1.0 hour of legal ethics)

## 9.0 CLE credit hours

(for states based on a 50-minute hour, incl. 1.0 hour of legal ethics)

## Friday, November 3

### ■ 8:00 - 8:30 am

#### Registration and Continental Breakfast

### ■ 8:30 - 8:45 am

#### Welcome and Overview

Lawrence Center

Executive Director, Georgetown CLE

### ■ 8:45 - 9:45 am

#### What's Coming Down the Federal and State Pike?

Co Chairs: Robert B. Fitzpatrick

Roxane Sokolove Marenberg

Judges: Hon. Richard D. Bennett

Hon. Rosemary M. Collyer

Hon. T.S. Ellis, III

- Hot issues in employment litigation

- Anti-discrimination litigation

- Retaliation claims after Burlington

*Northern & Santa Fe Railway*

- Religious discrimination

- FLSA broker litigation

- Non-competes/  
non-solicitation provisions

### ■ 9:45 - 10:45 am

#### Dynamic Discovery

Pl: Ted J. Williams

Df: R. Mark Dare

Judges: Hon. Theresa C. Buchanan  
Hon. Paul W. Grimm  
Hon. Gladys Kessler

- Rule 35 examinations

- Rule 30(b)(6) depositions

- Electronic discovery

Retention/destruction

Metadata/embedded data

Protecting privileged information

December 1, 2006 FRCP Amendments

- Disputes

- Motions to compel

- Motions for protective orders

- Sanctions

### ■ 10:45 - 11:00 am

#### Networking Break

### ■ 11:00 am - 12:00 pm

#### Dispositive Motions

Pl: Richard T. Seymour

Df: Thomas P. Murphy

Judges: Hon. John D. Bates

Hon. Leonie M. Brinkema

Hon. J. Frederick Motz

- Motions for summary judgment

- Motions to dismiss

- Oral argument - presentation tips

- Briefing - do's and don'ts

### ■ 12:00 - 12:15 pm

#### Lunch

### ■ 12:15 - 1:15 pm

#### Legal Ethics and Employment Law

Hon. Paul W. Grimm

- Conflicts of interest

- Ex parte access to current and former managers and employees

- Pretrial investigations

- Electronic investigations and communication

- Improper acquisition and inadvertent disclosure of information and documents from opposing parties

- Judicial enforcement of professionalism and civility codes

- "Rambo litigators" in depositions

### ■ 1:15 - 1:30 pm

#### Break

### ■ 1:30 - 2:45 pm

#### Trial Tactics

Pl: Elaine Charlson Bredehoft

Df: Abbey G. Hairston

Judges: Hon. Catherine C. Blake

Hon. Jacob B. Hart

Hon. James R. Spencer

- Unique expert witnesses

- Pre-trial conferences

- Jury instructions - preserving appellate review

- Motions in limine re: recurring evidentiary issues

- Jury questionnaires and "scoring sheets"

## About the Program

Unique in this region, this 10th annual seminar brings you pearls of wisdom from 16 federal judges from all three surrounding jurisdictions - the District of Columbia, Maryland and Virginia. These jurists will share practical tips and "do's and don'ts" based on their collective years of experience on the federal bench.

In response to your comments, this year's program has been shortened to one day, making the tuition more affordable and minimizing time away from your practice. As in years past, we have assembled the area's preeminent plaintiff and defense lawyers to promote balanced perspectives on topics of interest to employment lawyers. These seasoned attorneys will facilitate candid dialogue by the judges and ensure that the judges impart practical advice you can put to use when handling employment matters in the future.

### ■ 2:45 - 3:00 pm Networking Break

### ■ 3:00 - 4:15 pm Settlement

Pl: Linda Hitt Thatcher

Df: Deborah P. Kelly

Judges: Hon. Charles B. Day  
Hon. Ian O'Grady  
Hon. Susan D. Wigenton

- Ten "outside the box" tips to expedite a resolution
- Improving mediation
- Necessary components of your settlement agreements
- Enforceable releases and OWBPA compliance
- Tax issues

### ■ 4:15 - 5:30 pm

#### Damages

Pl: Philip B. Zipin

Df: Connie N. Bertram

Judges: Hon. Royce C. Lamberth  
Hon. Gerald Bruce Lee  
Hon. Benson E. Legg

- How to effectively present your compensatory claims and defenses
- The state of play of punitive damages after *State Farm*
- How to secure and maximize attorneys' fees
- When and how to use psychological and other damages experts

*"Excellent program.  
All members of the panels took  
their participation seriously  
and shared wonderful insights."*

• Karen Stakem Hornia, City of Baltimore

## About Georgetown CLE

Georgetown CLE has established a thirty-year tradition providing the legal community with high quality programs. Our programs are developed with the profession's ever-changing needs in mind, while at the same time meeting the mandatory CLE requirements of various state bars. Located in the heart of the nation's capital, we feature the country's leading officials, judges and practitioners.

# Program Details

# Registration Form

## Hotel Reservations

Georgetown University Law Center CLE has preferred rates at the Hyatt Regency Washington on Capitol Hill, which is approximately 2 blocks away. When making reservations, **please refer to Corporate Number 58549 to receive the Georgetown University Law Center rate.** We recommend making reservations at least 30 days prior to the conference. This rate is based on hotel availability.

Phone: (800) 233-1234

Online: <http://washingtonregency.hyatt.com/groupbooking/58549>

Hyatt Regency Washington on Capitol Hill

400 New Jersey Avenue, NW

Washington, DC 20001

**Disclaimer:** Speakers are subject to change.

## Services for People with Special Needs or Dietary Restrictions

Call (202) 662-9890

## Scholarships

Georgetown CLE makes every effort possible to provide equal educational opportunities to all. We provide a limited number of scholarships on a case-by-case basis. Apply online at [www.georgetowncle.org](http://www.georgetowncle.org) or submit written request no later than 5:00 pm on Monday, October 23, 2006 to:

Scholarship Committee

Georgetown CLE

600 New Jersey Avenue, NW

Washington, DC 20001

or fax to (202) 662-9891

## Cancellations/Rain Checks/Substitutions

Please fax your cancellation notice to (202) 662-9891 by 5:00 pm on Tuesday, October 31, 2006 for a refund (less \$75 administrative fee). Rain checks for a future program will be granted for cancellations received after October 31 and prior to the start of the program. Substitutions are accepted at anytime prior to the program.

## Money-Back Guarantee

We are confident that you will leave this conference with more than enough ideas and insights to make your investment pay off. However, if you feel you have not received your money's worth by the end of the program, simply contact a member of our registration team at the conference or call (202) 662-9890 and we will process a 100% refund for your registration fee!

## CLE Credits

Accreditation has been or will be requested for this program from states with mandatory Continuing Legal Education requirements for 7.5 CLE credits with 1.0 ethics (for states based on a 60-minute hour) and 9.0 CLE credits with 1.0 ethics (for states based on a 50-minute hour). Georgetown University Law Center is an accredited CLE provider in most MCLE states. Georgetown CLE is a State Bar of California approved MCLE provider. Some states require nominal accreditation fees. You will be asked to submit payment at the program's conclusion.

## Litigating & Resolving Employment Cases

### Early Bird Registration

Registration must be received before October 6, 2006.

- \$495 Early Bird Regular
- \$445 Early Bird Georgetown Law Alumnus class of \_\_\_\_\_

### Regular Registration

- \$595 Regular
- \$545 Georgetown Law Alumnus class of \_\_\_\_\_
- \$300 Paralegal & Litigation Support Personnel
- \$95 Legal Ethics **ONLY**

Name:  Mr.  Ms. \_\_\_\_\_

Email address: \_\_\_\_\_  
*(please print clearly)*

Firm/Organization: \_\_\_\_\_

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City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

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CLE credit?  Yes  No What state? \_\_\_\_\_

Feel free to copy this form and pass it along to your associates.

Your priority code is: \_\_\_\_\_

Help us expedite your registration. Enter the characters appearing on the top of the mailing label. Please enter this code even if the label is addressed to someone else. Thank you!

- No, I do not want to receive information from vendors who participate as exhibitors at Georgetown CLE programs.

### I cannot attend, but send me:

- CD-ROM Course Materials (text only) \$99
- Hard Copy Course Materials \$99
- Audio CD-ROM (audio & text) \$299

*For CD-ROM and course material, individuals or firms with a DC address should add 5.75% sales tax, VA 5.0%, MD 5.0%, and PA 6.0% (or 7.0% if from Philadelphia or Allegheny County.)*

### Five Ways To Register:

1. ONLINE [www.georgetowncle.org](http://www.georgetowncle.org)

2. MAIL with check payable to Georgetown CLE to address below.

Check enclosed: # \_\_\_\_\_ \$ \_\_\_\_\_

or purchase order may be attached to this form # \_\_\_\_\_

3. FAX to 202-662-9891 (credit card/PO registrations only)

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Expiration Date: \_\_\_\_\_

Signature: \_\_\_\_\_

4. E-MAIL your registration information to: [cle@law.georgetown.edu](mailto:cle@law.georgetown.edu)

5. PHONE to 202-662-9890 (credit card registrations only)

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## GeorgetownCLE: INSTITUTE



### The 10th Annual **Litigating and Resolving Employment Cases: Views from the Bench**

**Friday, November 3, 2006**

Georgetown University Law Center • Washington, DC

## 10 Benefits of Attending

- 1. Learn ten “outside the box” tips to expedite a resolution during settlement**
- 2. Obtain advice** about what judges really value in depositions and testimony from fact and expert witnesses
- 3. Receive a balanced perspective** – plaintiff, defense and judicial – on all issues discussed
- 4. Gain insight on the hottest issues** in employment litigation including the impact of *Burlington Northern & Santa Fe Railway*
- 5. Assess critical discovery issues** and what judges deem most important
- 6. Gain access** to sample forms and checklists provided by our experienced speakers, documents which you can use immediately in your practice
- 7. Hear the latest** concerning the state of play of punitive damages after *State Farm*
- 8. Receive practical tips** on the best approaches to drafting your jury instructions specifically making sure you preserve appellate review
- 9. Discover what judges are looking for** during motion arguments
- 10. Receive tips** on how to best handle ethics challenges that arise during employment cases